

## Board of Management Learning & Teaching Committee

<b>Date of Meeting</b>	<b>Wednesday 24 November 2021</b>
<b>Paper No.</b>	<b>LTC2-B</b>
<b>Agenda Item</b>	<b>3.2</b>
<b>Subject of Paper</b>	<b>Gaelic Language Plan</b>
<b>FOISA Status</b>	<b>Disclosable</b>
<b>Primary Contact</b>	<b>Dr Sheila Lodge</b>
<b>Date of production</b>	<b>15 November 2021</b>
<b>Action</b>	<b>For Approval</b>

### **1. Recommendations**

1.1 The Committee is asked to approve the College's first Gaelic Language Plan, to be implemented in academic year 2021-22.

### **2. Purpose**

2.1 The purpose of this paper is to seek the Committee's approval for the Gaelic Language Plan.

### **3. Key Insights**

3.1 Under the terms of the Gaelic Language Act (2005), all 'public bodies' are required to produce a Gaelic Language Plan. The definition of a 'public body' includes all universities and colleges in Scotland.

**3.2** In line with the provisions of the *Scottish Government Gaelic Language Plan 2018-25*, the SFC has recently produced the 2020-25 version of its Plan. The Plan includes the following requirement:

*Institutions' Outcome agreements should reference the National Gaelic Language Plan for 2018-23, and include actions in support of parity of esteem for Gaelic and to encourage its visibility and use by speakers among their staff, students and others with whom they engage, as well as maintenance and development of their provision, where relevant, for Gaelic learners.*

**3.3** To date, we have met this obligation through the ROA, which makes reference to the Gaelic language acquisition teaching at Kelvin College but does not require the three partner colleges to take the actions usually required of colleges and universities. Treatment of Gaelic in the ROA might best be described as cursory and is arguably inaccurate in some respects:

*The Glasgow College Region is the sole provider of full-time Gaelic courses in mainland Scotland. This provision is a relatively small volume but currently meets regional demand. This provision is regularly reviewed, and includes the potential to offer mainstream, vocational subjects in the Gaelic medium, according to demand. Extending provision to meet the demands of adult Gaelic learners who want to be able to use the language in a variety of learning situations would support achievement of the aims of the National Gaelic Language Plan to 'normalise Gaelic'. In addition, in 2019-20, we will deliver a Gaelic Immersion Residential course in partnership with Lews Castle College Gaelic department.*

**3.4** Given the maturity of City following our tenth anniversary, and in the context of the current review of GCRB, having our own Gaelic Language Plan would seem to be overdue.

**3.5** With the approval of ELT, a short-life working group (SLWG) was convened by the Depute Principal and included:

- Director of Communications
- AD Brand & Communications
- AD Languages & ESOL
- Head of HR
- Head of OD.

The SLWG completed its work in July 2021.

3.6 The draft Gaelic Language Plan has been approved at meetings of the Senior Management Team (29 September 2021) and the Academic Board (20 October 2021). It has been discussed at the meeting of the Support Staff Negotiating Committee (29 July 2021) and is on the agenda for the next meeting of the Local Negotiating Committee (date to be confirmed).

#### **4. Impact and Implications**

**4.1** Funding will be required for the implementation of the College's Gaelic Language Plan, including the costs of bilingual signage on a replacement/renewal basis and translation costs. The most significant element would be the provision of Gaelic Language & Culture Taster sessions, for which a procurement exercise would be undertaken.

#### **Appendix**

##### **Draft Gaelic Language Plan**





# Colaiste Baile Glaschu Plana Cànanain Gàidhlig 2021-30

Gaelic Language Plan 2021-30



**CITY** OF GLASGOW  
COLLEGE





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# 1. Introduction

## 1.1 Gaelic Language Planning

The Gaelic Language (Scotland) Act (the Act), passed by the Scottish Parliament in 2005, seeks to secure the status of Gaelic as an official language of Scotland commanding equal respect to the English language, and to encourage and enable more people to use Gaelic more often and in a wider range of situations.

The Act builds on existing measures to support the rights of Gaelic and other minority languages, including:

- the United Nations Declaration on the Rights of Persons belonging to National or Ethnic, Religious and Linguistic Minorities (1992);
- the Council of Europe's European Charter for Regional or Minority Languages (1992); Framework Convention of the Protection of National Minorities (1995);
- and clauses relating to Gaelic in education, media, civil courts and crofting legislation of the UK and Scottish Parliaments.

Under the terms of the Act, all 'public bodies' in Scotland are required to produce a Gaelic Language Plan (GLP). The definition of a 'public body' includes all universities and colleges in Scotland.

In line with the provisions of the Scottish Government Gaelic Language Plan 2018-25, the SFC's draft Gaelic Language Plan 2020-2025 includes the following requirement:

*Institutions' Outcome agreements should reference the National Gaelic Language Plan for 2018-23, and include actions in support of parity of esteem for Gaelic and to encourage its visibility and use by speakers among their staff, students and others with whom they engage, as well as maintenance and development of their provision, where relevant, for Gaelic learners. (p.15)*

In the past, City of Glasgow College met this obligation through the Regional Outcome Agreement, which makes reference to Gaelic language acquisition teaching at one of the colleges but does not require each of the three partner institutions to take the actions usually required of colleges and universities.

Given the maturity of the College following its tenth anniversary, the time is right for City of Glasgow to have its own Gaelic Language Plan.

## 1.2 City of Glasgow College

City of Glasgow College is the largest and most diverse college in Scotland, welcoming over 30,000 students annually and offering a wide range of educational and training opportunities, from foundation level to degrees, in the Faculties of Creative Industries, Education & Humanities, Hospitality & Leisure and Nautical Sciences & STEM.

Approximately 41% of our students are from Glasgow, with the remainder from other parts of Scotland, the UK and many other countries across the world. It should be noted that evidence from the 2001 census showed that almost 10% of Gaelic speakers were born outwith Scotland.

A strategic priority for City of Glasgow College is 'to enable individuals to excel and realise their full potential'. To this end, the College is committed to meeting the challenge of social and economic inclusion by ensuring that applicants and students are met with fairness and equality; and this includes respecting the needs of Gaelic speakers. At City of Glasgow College, we aim to anticipate individual needs, and to identify barriers to participation and eliminate or mitigate these, to ensure that everyone has a fair and equal opportunity to benefit from an outstanding student experience.

### 1.3. Current Gaelic provision

#### 1.3.1 Gaelic in the City of Glasgow

The 2011 census (the most recent for which data is available) gives the following information on Gaelic in the City of Glasgow council area, with comparative data from the 2001 census:

Census 2011	Glasgow City Council	% of population	Scotland
With any Gaelic skill (age 3+)	9,469	1.7% of the area's population	1.7%
age 3–15	854	9.0% of those with a Gaelic skill	11.1%
age 16–24	1,898	20% of those with a Gaelic skill	11.1%
age 25–34	2,012	21.3% of those with a Gaelic Skill	12.5%
age 35–49	2,033	21.5% of those with a Gaelic skill	22.0%
age 50–64	1,404	14.8% of those with a Gaelic skill	21.8%
age 65+	1,268	13.4% of those with a Gaelic skill	21.5%
people who can speak Gaelic	5,907	1.0% of the area's population 62.4% of those with a Gaelic skills	1.1% 66.2%
speakers who can read Gaelic	4,052	68.6% of those who can speak Gaelic	67.1%
Gaelic-literate speakers	3,492	59.1% of those who can speak Gaelic	56.3%
Using Gaelic in the home	2,305	0.4% of the area's population 39.0% of those who can speak Gaelic	0.5% 43.4%
<b>Census 2001</b>		<b>Change to 2011</b>	<b>Change to 2011</b>
<b>With any Gaelic skill (age 3+)</b>	<b>9,941</b>	<b>-4.8%</b>	<b>-4.8%</b>
people who can speak Gaelic	5,731	+3.1%	-1.8%
speakers who can read Gaelic	3,645	+33.8%	-1.9%
Gaelic-literate speakers	2,986	+17.0%	+2.8%

These returns show that although the total number of those with any Gaelic skill declined both in Scotland and in the City of Glasgow over this decade, the percentage of those speakers who had Gaelic literacy skills was increasing in Glasgow while largely declining in Scotland as a whole. The 2021 Census was postponed in Scotland because of the COVID pandemic, and will now be undertaken in 2022.





There has been increasing interest in Gaelic medium education (GME) in the city in recent years. GME is offered in four nurseries (three Council provisions and one funded provider), three primary schools and one secondary school. The number of pupils undertaking GME in 2017 (the most recent date for which statistics are available) were:

- Nursery school 115
- Primary school 634
- Secondary school 326

There is evidence that while the number of Gaelic speakers in Glasgow may be very small, the recognition of the language by the College would help to boost respect for it and encourage its use in a wider range of settings, in keeping with the aims of the Act.

### **1.3.2 Gaelic at City of Glasgow College**

In 2020, there was no provision for recognising and supporting Gaelic, for facilitating its use in the College nor for providing classes in Gaelic acquisition. It is to address these deficits that this plans has been devised.

## **2. Impact**

Introducing a GLP for the College will raise awareness of the language among staff and students, signal to other stakeholders and to the public the College's openness to Gaelic, help improve the self-confidence of Gaelic speakers and deepen the cultural contribution of the College to the City of Glasgow.

# 3. Our Commitments

## 3.1 Corporate Identity and signage

The presence of Gaelic in the corporate identity and signage of an organisation enhances the visibility of the language and raises its status. The incorporation of bilingualism into the College's logo and the development of a specific Gaelic language logo, and a bilingual signage policy, demonstrating equal respect for Gaelic and English, are addressed under the Plan, and a bilingual identity for external e-mail messages will be created.

## 3.2 Communications

The use of Gaelic at the first point of contact with an organisation for members of the public increases awareness of the language and signals that Gaelic is respected and welcome. It encourages people to speak Gaelic and to use it in interactions with the College.

The GLP will provide training for Front of House staff so that they are able to give and respond to greetings in Gaelic, and the College is making a commitment to replying in Gaelic to written correspondence received in Gaelic.

While all public meetings will continue to be held in English, the GLP commits the College to look actively for opportunities to promote Gaelic language events in the College, such as hosting of Mod events and captioning some exhibitions bilingually in Gaelic and English.

## 3.3 Publications

Awareness of the Plan and publicising Gaelic initiatives and events will be promoted through a range of internal publications and the College intranet

(MyConnected). Staff will be given the opportunity to have a bilingual business card, and any press releases on Gaelic-related matters will be issued bilingually.

The College will seek to engage a reliable Gaelic translation service to support this and to translate any specific documents, such as press releases, relating specifically to Gaelic issues. The GLP will be available in both English and Gaelic on our website.

## 3.4 Staffing

The GLP will seek to raise Gaelic awareness amongst our staff by offering Gaelic Language & Culture Taster sessions. Attendance will be expected of all members of the Senior Management Team, Associate Deans, Associate Directors and Heads of Service, and available to all members of staff. They will be offered to all new starts as part of their integration to the College.

While the College will continue to recruit staff through an English language recruitment process, Gaelic language proficiency will be considered for posts in which this would be an advantage. Posts for which Gaelic is a desirable skill will be advertised bilingually, and a Gaelic-speaker will be a member of the interview panel and will test applicants' Gaelic language skills.

## 3.5 Curriculum

The GLP encourages colleagues to investigate the opportunities for developing Gaelic language learning courses, both for leisure classes and at SCQF5 for those seeking certification. The Plan also encourages the Students Association to explore the idea of a Gaelic Language Café for the College community.

# 4. Gaelic Language Plan 2021-2030

By 2030, the College will:

Point	Actions	Lead	Target date
3.1	<b>CORPORATE IDENTITY AND SIGNAGE</b>		
3.1.1	Incorporate bilingualism into College's logo	Corporate Communications	At the next opportunity
3.1.2	Develop a specific Gaelic language logo	Corporate Communications	September 2022
3.1.3	Develop a bilingual signage Policy	Corporate Communications	March 2022
3.1.4	Implement this Policy on a replacement / renewal basis	Corporate Communications	Ongoing
3.1.5	Develop a bilingual identity for external e-mails and for out-of-office messages	Corporate Communications	September 2022
3.1.6	Encourage staff to use the bilingual identity and out-of-office message, and monitor take-up	Corporate Communications	Ongoing
3.2	<b>COMMUNICATIONS</b>		
3.2.1	Provide training for all Front of House staff to enable them to give and respond to greetings in Gaelic	HR	September 2022
3.2.2	Respond in Gaelic to communications, including complaints, received in Gaelic	Corporate Communications	From March 2022
3.2.3	Proactively seek opportunities to promote Gaelic-language events, with a target of hosting at least one such event each year	Corporate Communications	From September 2021
3.2.4	Provide bilingual captioning for at least one exhibition each year	Corporate Communications/ Faculty of Creative Industries	From September 2021
3.3	<b>PUBLICATIONS</b>		
3.3.1	Develop and implement a plan for promoting awareness of the GLP and of Gaelic	Corporate Communications	September 2021
3.3.2	Offer staff who have business cards the option of these being bilingual	Corporate Communications	December 2021
3.3.3	Issue any press releases on Gaelic matters in Gaelic	Corporate Communications	From December 2021
3.3.4	Engage a reliable Gaelic translation service to support this and to translate any specific documents	Corporate Communications	December 2021
3.3.5	Provide the GLP in English and in Gaelic on the College website	Corporate Communications	March 2022



Point	Actions	Lead	Target date
3.4	STAFFING		
3.4.1	Attendance at Gaelic Language & Culture taster sessions to be expected of SMT, ADs and Heads of Service	HR	March 2022
3.4.2	Offer Gaelic Language & Culture taster sessions to all staff	HR	From June 2022
3.4.3	Consider Gaelic language proficiency when recruiting for all posts for which this is relevant	HR	From September 2021
3.4.4	Advertise bilingually all posts for which Gaelic is a desirable skill	HR	From September 2021
3.4.5	Ensure a Gaelic speaker is included on the interview panel for such posts, to test Gaelic skills	HR	From September 2021
3.5	CURRICULUM		
3.5.1	Investigate opportunities for providing Gaelic acquisition courses for leisure classes	Faculty of Education & Humanities	March 2022
3.5.2	Investigate opportunities for providing certified Gaelic acquisition courses at SCQF5 and above	Faculty of Education & Humanities	March 2022

## 5. Implementation & Monitoring

The Gaelic Plan's targets will be integrated in the annual Operational Plans of the Faculties and Directorates concerned. Progress against these targets will be monitored by the Performance

Directorate on an ongoing basis, and a report will be supplied to the Academic Board annually.

## 6. A note on Scots

The development of this GLP raises the question of the status of Scots, which the majority of City of Glasgow College students speak and with which they are likely to have a stronger affinity. The Scottish Government's Scots Language Working Group reported in 2010, resulting in its Scots

Language Policy (2015). This does not require public bodies to have a Scots Language Plan, but there is nothing to prevent the College from leading in this area and producing a Scots Language Plan to mirror in most areas its proposed Gaelic Language Plan. Work on this is ongoing.





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